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ABSTRACT

This report summarizes average salaries for full-time faculty and civil service employees at public and independent colleges and universities in Illinois and the Illinois Mathematics and Science Academy (IMSA). It includes average salaries from fiscal years 1985 through 1997 and compares salaries with select economic indicators to determine how well salaries have kept up with inflation. The report also compares Illinois average faculty salaries with average faculty salaries at comparable institutions in other states as a measure of salary competitiveness with faculty peers. Salaries for IMSA faculty are compared with teacher salaries in high school districts in the Chicago metropolitan area. The report concludes that while faculty salaries in Illinois continue to grow at approximately the rate of inflation, they fall short when compared to Illinois per capita income growth. Furthermore, faculty salaries at Illinois public universities remain below those of their peers at comparable institutions in other states. An appendix describes data sources and methodologies for comparing faculty salaries. (MDM)

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Item #11
September 3, 1997

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

FISCAL YEAR 1997 FACULTY AND CIVIL SERVICE SALARIES

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FISCAL YEAR 1997 FACULTY AND CIVIL SERVICE SALARIES

This report summarizes average salaries for full-time faculty and civil service employees at public and independent Illinois colleges and universities and the Illinois Mathematics and Science Academy (IMSA). The report includes average salaries from fiscal year 1985 through fiscal year 1997 and compares salaries with select economic indicators to determine how well salaries have kept pace with inflation. The report also compares Illinois average faculty salaries with average faculty salaries at comparable institutions in other states as a measure of salary competitiveness with faculty peers. Salaries for IMSA faculty are compared with teacher salaries at high school districts in the Chicago metropolitan area to determine the competitiveness of IMSA salaries.

The information in this report is limited to salaries and excludes fringe benefits such as medical and dental insurance and employer contributions to pension plans because of the lack of comparable data among institutions and among states. Further, in many states, such fringe benefits for public institutions are appropriated to non-higher education state agencies and are beyond the management control of individual institutions.

Unless otherwise noted, faculty salaries presented in this report are average 9-month salaries for full-time faculty weighted by the mix of faculty among ranks (i.e., full-professor, associate professor, assistant professor, and instructor) at each campus. In addition, historic average salary data have been adjusted to reflect the fiscal year 1997 faculty mix among ranks in order to control for the effects of changing distribution of faculty members among ranks over time. Weighted average salaries for independent colleges and universities are based on the 30 institutions that reported data in all years. Sources of salary data and methodologies for comparing salaries are described in the appendix.

Faculty Salaries

Faculty are responsible for carrying out the primary functions of instruction, research, and public service. In doing so, faculty are a primary link between the institution and the clientele they serve – students, business and industry, and service recipients. Table 1 displays average faculty salaries for the three most recent fiscal years and fiscal years 1985 and 1990. The average fiscal year 1997 faculty salary at public universities was $53,200, an increase of 7.3 percent over fiscal year 1995; for community colleges the average faculty salary was $49,700, an increase of 6.0 percent; and for independent colleges and universities the average faculty salary was $60,000, an increase of 5.8 percent above fiscal year 1995 salaries. Throughout this report, two-year, rather than one-year, salary trends are examined to compensate for anomalies that would affect one-year salary trend data. For fiscal year 1997, the two-year percent increase in average faculty salaries at public universities exceeded the increase in average faculty salaries at community colleges and independent institutions. In each of the longer periods examined, average faculty salaries at community colleges and independent institutions increased at rates greater than those at public universities.

Comparisons to Economic Indicators

Table 1 also presents the Consumer Price Index (CPI), the faculty salary sub-index of the Higher Education Price Index (HEPI), and Illinois per capita income for each year as comparative measures of inflation and income. From fiscal year 1995 to fiscal year 1997, across all three sectors of Illinois higher education, the increase in average faculty salaries lagged behind the forecasted increase in Illinois per capita income. The increase in average salaries for faculty at independent institutions and community colleges was approximately the rate of inflation, as measured by both the CPI and HEPI, while the weighted average faculty salary increase for public universities exceeded both measures of inflation.

Table 1 also shows that the increase in the average faculty salaries, across all sectors, has exceeded inflation, as measured by CPI and HEPI, for the two longer historical periods examined, with the exception of public universities, from fiscal year 1990 to fiscal year 1997. However, increases in average faculty salaries in all sectors have not kept pace with increases in Illinois per capita income in all periods examined.

Comparisons Among Institutions

Faculty salaries can vary widely by campus depending on the nature and mission of the institution and the composition of the faculty. Factors such as the mix of programs, geographic location, the distribution of faculty among ranks, the level of faculty turnover, and the average length of service can contribute to salary differences. To measure the competitiveness of faculty salaries across a variety of institutions, the Board of Higher Education compares faculty salaries at Illinois campuses with salaries at similar institutions nationwide. Groups of comparison institutions were determined analytically in a Board study in 1985. Over 1,500 four-year colleges and universities were examined and categorized into 41 groups based on similarity in size, program mix, degrees conferred, financial characteristics, and faculty characteristics. A listing of all institutions in each comparison group containing an Illinois four-year institution is included in the appendix, as is a description of the comparison methodology.

Public Universities

Illinois' public universities comprise a wide range of institutional and faculty characteristics. These unique differences are reflected in part, by the range in average faculty salaries. Table 2 presents the fiscal year 1997 average faculty salaries by rank at each public university campus and Table 3 presents the all-rank average faculty salaries for each campus for the three most recent fiscal years, as well as fiscal years 1985 and 1990.

The distribution of faculty among ranks is related to both length of service and professional contribution and achievement. Table 2 shows that average salaries increase as professorial rank increases from instructor to full professor. In fiscal year 1997, average salaries for associate professors statewide were almost 19 percent greater than those for assistant professors, while average salaries for full professors were 33 percent greater than those for associate professors. Table 2 also presents the fiscal year 1997 all-rank average salary for each campus. By campus, all-rank average salaries range from $40,800 at Chicago State University to $65,400 at the University of Illinois at Urbana-Champaign.

The information presented on Table 3 displays the historical change in all-rank average faculty salaries at public university campuses adjusted for the fiscal year 1997 faculty mix. From fiscal year 1985 to fiscal year 1997, the increase in average faculty salaries for all public

universities was 67.3 percent, ranging from an increase at Chicago State University of 61.9 percent to an increase of 70.6 percent at the University of Illinois at Chicago. Despite the variation, the increase in average salaries for each campus exceeded the increase in the CPI from fiscal year 1985 to fiscal year 1997. However, during the same period, the increase in faculty salaries at half the campuses lagged behind the increase in HEPI, and faculty salaries at all public university campuses trailed the increase in Illinois per capita income.

Average salary variations can also be seen in the other two historical periods examined, fiscal year 1990 to fiscal year 1997, and fiscal year 1995 to fiscal year 1997. Some of the variation can be explained by the Board of Higher Education's emphasis on state-wide priorities, such as salary competitiveness, stemming from the Priorities, Quality and Productivity (P·Q·P) initiative undertaken in October, 1991. As part of P·Q·P, universities were encouraged to reallocate existing resources from lower priority activities and reinvest them in higher priorities, including salary competitiveness. While state appropriations for general salary increases were the same at all public universities during this period, salaries grew by a greater percentage at institutions achieving greater P·Q·P reinvestments and directing state-funded program priority allocations to faculty salaries.

Table 4 displays the weighted average faculty salaries at each public university campus as a percentage of the median salary of each campus' comparison group. For example, in fiscal year 1997, Chicago State University's average faculty salary of $40,800 represented 89.9 percent of its comparison group's median salary (i.e., $45,400). The University of Illinois at Chicago's weighted average faculty salary of $59,700 represented 102.6 percent of the median salary of its comparison group (i.e., $58,200).

Figure A

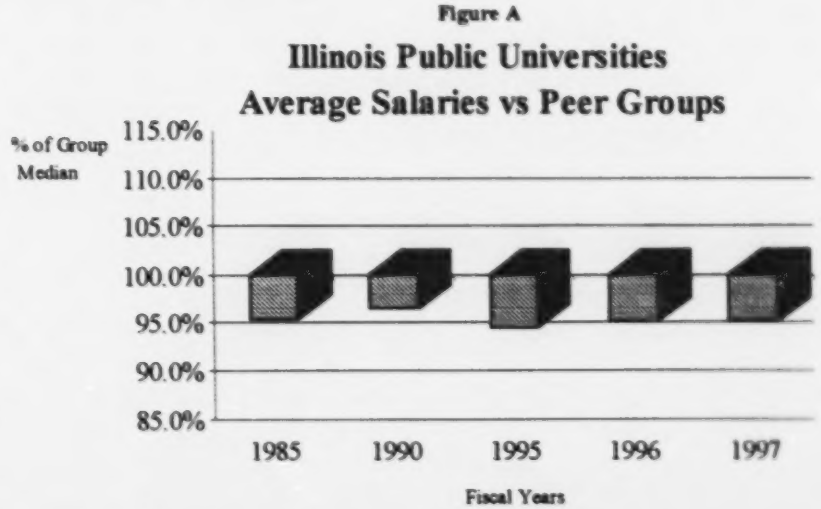


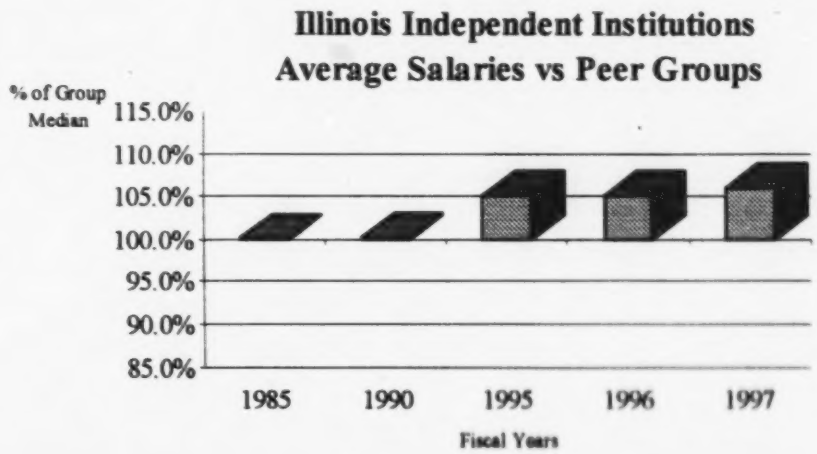
Figure A displays average faculty salaries at Illinois public universities as a percent of median salaries at comparison institutions. In fiscal year 1997, weighted average faculty salaries for all Illinois public universities remained at 95.2 percent of the peer group median, the same percentage as fiscal year 1996 average salaries in relation to peer institutions. Average faculty salaries at public universities are further below the median of their respective comparison institutions than they were in fiscal years 1985 and 1990, improving from fiscal year 1995. In fiscal year 1997, the average faculty salaries at the public universities were nearly five percent below the comparison group medians.

Since fiscal year 1985, five of the 12 public universities have lost ground to their comparative institutions and seven have improved their relative position. Only five public universities have improved relative to their positions in fiscal year 1990, and seven of 12 institutions have gained ground relative to fiscal year 1995. Only two universities, Governors State University and the University of Illinois at Chicago, have higher average salaries than their peer group medians, down from a high of five institutions in fiscal year 1990.

Independent Colleges and Universities

Table 5 displays the weighted average faculty salaries for 46 independent colleges and universities for the three most recent fiscal years and fiscal years 1985 and 1990. The weighted average faculty salaries for the group are based upon the 30 institutions that reported data in each of these years. Independent colleges and universities comprise perhaps the broadest range of institutional and faculty characteristics of any of the higher education sectors. Hence, as illustrated on Table 5, independent colleges and universities show the greatest variation in average faculty salaries. Due to the great variety of institutional missions, unique program mixes and offerings, and the diversity of faculty, caution should be used in comparing average faculty salaries among Illinois independent institutions. Among the reporting institutions, fiscal year 1997 average faculty salaries at independent institutions range from $23,600 at Midstate College, an associate degree-granting institution, to $83,300 at The University of Chicago.

Figure B



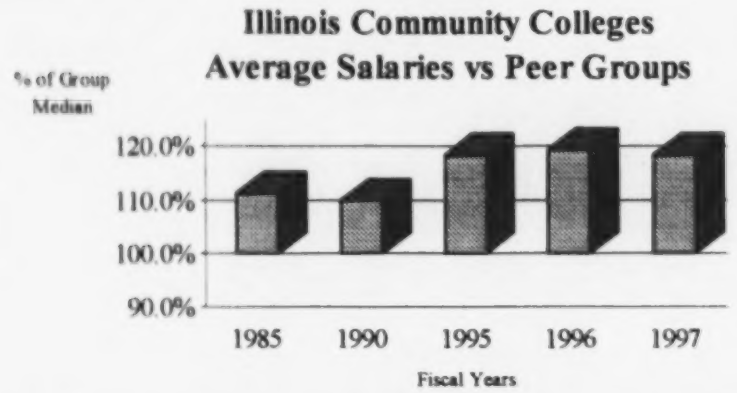
Thirty-three of the 46 nonpublic institutions shown on Table 5 were included in the Board of Higher Education's 1985 comparison group study. Their average salaries as a percentage of their comparison group medians are shown on Table 6 and graphically in Figure B. Using the fiscal year 1997 faculty mix, independent institutions' collective average faculty salaries have exceeded their comparison group medians in each year examined. The fiscal year 1997 weighted average salary for these institutions is nearly six percent above the comparison group median.

Community Colleges

Table 7 presents average faculty salaries by community college district. Since most community college faculties are not differentiated by rank, the average faculty salaries shown in Table 7 are not weighted by rank. The overall averages, however, are weighted by the number of full-time faculty in each district. Average faculty salaries in fiscal year 1997 for community college districts ranged from $28,300 at John Wood Community College to $66,600 at College of

Lake County. The range of average faculty salaries illustrates the diversity in program mix, size, and access to local tax wealth among the community college districts.

Figure C



Due to a lack of national comparative institutional characteristics, the Board of Higher Education's 1985 comparison groups study did not include community colleges. However, average community college faculty salaries have been computed for institutions in selected states with comprehensive community college systems. These comparisons are presented on Table 8, along with the Illinois community college districts weighted average salaries. Figure C displays the average faculty salary for all Illinois community college districts as a percent of the median of average salaries in selected states. Figure C illustrates that the average salary for all Illinois community college districts continues to exceed the median salaries of community colleges in similar states. Fiscal year 1997 Illinois average community college faculty salaries exceeded the median average salary by 18.3 percent and were higher than the average salaries of all the states examined except California and Michigan.

Illinois Mathematics and Science Academy

Table 9 displays the average faculty salary at the Illinois Mathematics and Science Academy (IMSA) for the three most recent fiscal years and fiscal year 1990. For comparative purposes, the weighted average faculty salaries for public high school districts in Cook, DuPage, Lake, McHenry, and Will counties also are presented. Table 9 shows that average faculty salaries at IMSA remain lower than the weighted average faculty salaries in the 46 high school districts in the five surrounding counties, measuring 85.3 percent of the weighted average salaries of high school faculty in their geographic area. Average faculty salaries at IMSA have remained since 1990 at approximately the same level as a percent of average high school faculty salaries, increasing slightly in fiscal years 1995 and 1996. The peak in fiscal year 1995 is partially explained by early retirement incentives made available to high school districts in fiscal year 1994 which resulted in lower average salaries in the area high schools. From fiscal year 1990 to fiscal year 1997, the growth in average faculty salaries at IMSA has been approximately equal to the weighted average faculty salary growth at area high schools, but has exceeded the growth in inflation, as measured by CPI and HEPI. During this same period, growth in average faculty salaries at IMSA outpaced the growth in average faculty salaries for all higher education sectors.

Civil Service Salaries

Civil service employees provide many of the support functions that are critical to maintaining the day to day operations and effectiveness of public universities and state higher

education agencies. Average salaries for the three most recent fiscal years and fiscal years 1985 and 1990 for civil service employees at public universities and state higher education agencies are presented on Table 10. Unlike the faculty salary data, civil service salaries are not adjusted by the mix of positions each year, and are instead, presented as actual average salaries. In fiscal year 1997, the average salary for all civil service employees was $28,101. The increase in civil service average salaries since fiscal year 1985 is 62.3 percent, and since fiscal year 1990, is 23.6 percent. From fiscal year 1985, the increase in average civil service salaries was greater than the rate of inflation as measured by the CPI, but trailed the increase in HEPI and Illinois per capita income. Since fiscal year 1990, the increase in average civil service salaries trailed increases in both economic indicators and the Illinois per capita income. Since fiscal year 1985, average civil service salaries increased at a rate less than the increase in public university and community college average faculty salaries.

Table 11 presents civil service weighted average salaries by occupational category and shows the diversity in salaries by occupational category. The highest average salaries for civil service employees for fiscal year 1997 were positions classified as crafts, trades, or construction. These employees averaged $45,441 compared to the lowest average of $21,432 for civil service clerical employees. Average salaries for civil service employees classified in the medical and health services occupational category have shown the largest percentage increase between fiscal years 1985 and 1997, rising 79.7 percent, and between fiscal years 1990 and 1997, rising 30.6 percent. From fiscal year 1995 to fiscal year 1997, clerical employees reported the largest increase in average salary, rising 9.4 percent.

Conclusions

The issue of faculty and staff compensation continues to be one of the most important issues in Illinois higher education. Colleges and universities must balance competing resource demands, such as the need for new technologies, with pressures to improve student affordability and the need to pay competitive salaries. The Board of Higher Education has recognized competitive faculty and staff salaries as a state-wide priority and a quality issue for Illinois higher education. Through the Priorities, Quality and Productivity (P·Q·P) initiative, the Board has encouraged institutions to define priorities and redirect resources from lesser priority programs and activities towards higher priorities, such as faculty and staff compensation.

Statewide, faculty and staff salaries across higher education sectors continue to grow at approximately the rate of inflation, but continue to fall short when compared to Illinois per capita income growth. Furthermore, faculty salaries at Illinois public universities remain below those of their peers at comparable institutions in other states, while the average salaries for independent institutions and community colleges exceed the average salaries of their peers.

Fiscal year 1998 state appropriations include funds for an average 3.0 percent faculty and staff salary increase, again approximating the rate of inflation. The ability of Illinois public universities to close the salary gap between themselves and their peer institutions will depend on the willingness of institutions to make tough choices and to balance competing demands for limited resources with institutional priorities. Providing adequate and competitive compensation for Illinois higher education employees is part of the foundation for quality higher education services in the state, and continues to be a primary goal of the Illinois Board of Education. Institutions must continue to make internal reinvestments in order to improve faculty and staff compensation and remain competitive among their peers.

Table 1

ECONOMIC INDICES, ILLINOIS PER CAPITA INCOME, AND WEIGHTED AVERAGE FACULTY SALARIES FISCAL YEARS 1985 TO 1997

Fiscal Year	U.S. Indices (FY 1985 = 100) Consumer Price Index	U.S. Indices (FY 1985 = 100) H.E.P.I. Faculty Subindex	Illinois Per Capita Income	Weighted Average Faculty Salaries [1] Public Universities	Weighted Average Faculty Salaries [1] Independent Institutions [2]	Weighted Average Faculty Salaries [1] Community Colleges
1985	100.0	100.0	$ 14,689	$ 31,800	$ 32,900	$ 29,100
1990	120.1	132.3	19,615	42,800	44,600	37,800
1995	142.2	157.8	24,660	49,600	56,700	46,900
1996	146.1	162.4	25,954	51,600	58,600	48,300
1997	150.2 [3]	167.3 [4]	27,223 [5]	53,200	60,000	49,700
Percent Increases						
FY1985 to FY1997	50.2 %	67.3 %	85.3 %	67.3 %	82.4 %	70.8 %
FY1990 to FY1997	25.1	26.4	38.8	24.3	34.5	31.5
FY1995 to FY1997	5.6	6.0	10.4	7.3	5.8	6.0

[1] The fiscal year 1997 faculty distribution among ranks was used to determine weighted average salaries for all years.

[2] Based on 30 institutions that reported in all years.

[3] Projected.

[4] Based on average increase in national academic salaries as reported by the American Association of University Professors.

[5] Estimate based on forecasted percent increases published by the Illinois Department of Commerce and Community Affairs.

Sources: Illinois Department of Commerce and Community Affairs, U.S. Department of Labor, Research Associates of Washington D.C., Inc., and the American Association of University Professors

Table 2

ILLINOIS PUBLIC UNIVERSITIES
FISCAL YEAR 1997 WEIGHTED AVERAGE FACULTY SALARIES BY RANK

	Professors	Associate Professors	Assistant Professors	Instructors	All Ranks
Chicago State University	$ 48,400	$ 40,300	$ 35,400	$ 27,100	$ 40,800
Eastern Illinois University	53,500	45,300	36,300	24,400	43,400
Governors State University	-	-	-	-	49,000
Illinois State University	60,300	46,900	40,400	32,000	50,400
Northeastern Illinois University	52,200	43,200	37,400	-	45,600
Northern Illinois University	65,500	48,800	41,400	24,200	49,300
Western Illinois University	55,000	45,400	37,700	25,900	45,600
Southern Illinois University					
Carbondale	61,700	46,600	38,800	23,200	47,900
Edwardsville	57,500	49,700	40,800	32,300	48,400
University of Illinois					
Chicago	74,800	55,300	45,600	38,700	59,700
Springfield	58,400	49,900	42,200	-	50,800
Urbana-Champaign	78,800	54,800	48,900	-	65,400
Weighted Average for All Public Universities	$ 66,500	$ 49,900	$ 42,100	$ 26,800	$ 53,200

Source: American Association of University Professors

Table 3

ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES BY CAMPUS

(in thousands of dollars)	FY1985	FY1990	FY1995	FY1996	FY1997	Percent Increases FY1985 to FY1997	Percent Increases FY1990 to FY1997	Percent Increases FY1995 to FY1997
Chicago State University	$ 25.2	$ 33.7	$ 38.2	$ 40.6	$ 40.8	61.9 %	21.1 %	6.8 %
Eastern Illinois University	25.9	34.7	38.5	41.3	43.4	67.6	25.1	12.7
Governors State University	29.6	38.8	45.8	47.4	49.0	65.5	26.3	7.0
Illinois State University	29.9	41.6	48.2	49.1	50.4	68.6	21.2	4.6
Northeastern Illinois University	27.3	36.4	44.0	45.2	45.6	67.0	25.3	3.6
Northern Illinois University	29.4	39.7	46.0	47.3	49.3	67.7	24.2	7.2
Western Illinois University	27.6	36.7	43.6	45.0	45.6	65.2	24.3	4.6
Southern Illinois University								
Carbondale	29.4	40.2	45.5	46.8	47.9	62.9	19.2	5.3
Edwardsville	28.9	40.3	45.9	47.2	48.4	67.5	20.1	5.4
University of Illinois								
Chicago	35.0	46.9	55.5	57.9	59.7	70.6	27.3	7.6
Springfield	30.4	39.2	46.6	48.7	50.8	67.1	29.6	9.0
Urbana-Champaign	39.0	52.0	59.9	62.8	65.4	67.7	25.8	9.2
Weighted Average	$ 31.8	$ 42.8	$ 49.6	$ 51.6	$ 53.2	67.3 %	24.3 %	7.3 %

Note: The fiscal year 1997 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors

Table 4

ILLINOIS PUBLIC UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

	FY1985	FY1990	FY1995	FY1996	FY1997
Chicago State University	87.5 %	91.6 %	87.6 %	91.4 %	89.9 %
Eastern Illinois University	86.0	87.6	83.3	87.5	88.8
Governors State University	102.1	100.8	100.2	101.1	101.7
Illinois State University	93.7	98.6	95.6	95.3	94.4
Northeastern Illinois University	91.0	94.5	96.5	97.4	96.0
Northern Illinois University	99.3	101.0	97.7	97.5	98.6
Western Illinois University	89.6	90.6	92.2	93.2	91.2
Southern Illinois University					
Carbondale	98.0	100.2	94.8	94.7	94.1
Edwardsville	95.7	101.3	98.9	99.6	98.8
University of Illinois					
Chicago	100.3	101.1	102.4	102.7	102.6
Springfield	102.0	99.7	97.3	98.4	98.3
Urbana-Champaign	95.8	92.7	90.8	91.1	92.1
Weighted Average	95.5 %	96.5 %	94.5 %	95.2 %	95.2 %

Note: The fiscal year 1997 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors

Table 5

ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
ALL RANK[1] WEIGHTED AVERAGE FACULTY SALARIES

(in thousands of dollars)

	FY1985	FY1990	FY1995	FY1996	FY1997	Percent Increases FY1985 to FY1997	Percent Increases FY1990 to FY1997	Percent Increases FY1995 to FY1997
Augustana College	$ 29.8	$ 36.6	$ 42.8	$ 44.9	$ 45.7	53.4 %	24.9 %	6.8 %
Aurora University	24.4	34.4	39.2	38.9	39.4	61.5	14.5	0.5
Barat College	16.5	No Report	42.4	44.2	43.2	161.8	-	1.9
Blackburn College	23.2	No Report	32.0	32.9	34.2	47.4	-	6.9
Bradley University	28.5	37.7	46.7	47.8	48.1	68.8	27.6	3.0
College of St. Francis	No Report	No Report	40.5	42.1	43.4	-	-	7.2
Columbia College of Chicago	No Report	No Report	42.2	43.8	45.5	-	-	7.8
Concordia University	23.1	27.9	36.5	38.3	39.7	71.9	42.3	8.8
DePaul University	31.1	43.6	54.9	57.2	57.7	85.5	32.3	5.1
Elmhurst College	26.0	33.7	41.6	43.4	45.0	73.1	33.5	8.2
Eureka College	19.6	28.7	37.3	37.8	38.5	96.4	34.1	3.2
Garrett-Evangelical Theological Seminary	26.8	43.1	48.0	49.9	47.9	78.7	11.1	(0.2)
Greenville College	18.6	26.6	No Report	35.6	36.4	95.7	36.8	-
Illinois College	25.8	32.8	43.7	44.9	45.7	77.1	39.3	4.6
Illinois Institute of Technology	34.9	45.8	53.9	53.2	57.0	63.3	24.5	5.8
Illinois Wesleyan University	25.3	32.7	43.6	44.8	46.0	81.8	40.7	5.5
Kendall College	14.8	No Report	34.8	32.3	31.7	114.2	-	(8.9)
Knox College	26.7	35.6	44.2	46.0	46.9	75.7	31.7	6.1
Lake Forest College	31.4	43.6	51.9	No Report	52.1	65.9	19.5	0.4
Lewis University	22.8	31.7	39.7	41.6	41.9	83.8	32.2	5.5
Lincoln Christian College	18.4	No Report	36.2	38.2	36.2	96.7	-	-
Lincoln College	19.7	28.6	34.9	35.7	34.9	77.2	22.0	-
Loyola University of Chicago	34.4	45.7	59.2	60.3	61.1	77.6	33.7	3.2
Lutheran School of Theology at Chicago	31.8	39.6	46.7	49.5	37.0	16.4	(6.6)	(20.8)
MacCormac College	No Report	22.4	26.9	No Report	31.8	-	42.0	18.2
MacMurray College	22.9	23.1	30.7	No Report	33.7	47.2	45.9	9.8
McCormick Theological Seminary	27.1	No Report	44.4	48.6	41.4	52.8	-	(6.8)
McKendree College	24.5	32.2	39.5	No Report	41.5	69.4	28.9	5.1

Table 5

ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
ALL RANK[1] WEIGHTED AVERAGE FACULTY SALARIES

(in thousands of dollars)	FY1985	FY1990	FY1995	FY1996	FY1997	Percent Increases FY1985 to FY1997	Percent Increases FY1990 to FY1997	Percent Increases FY1995 to FY1997
Midstate College	$ 14.0	No Report	$ 20.4	$ 22.0	$ 23.6	68.6 %	-	15.7 %
Millikin University	26.6	$ 34.2	39.4	41.1	41.7	56.8	21.9 %	5.8
Monmouth College	26.8	33.4	39.3	42.0	43.4	61.9	29.9	10.4
North Central College	28.7	36.5	44.0	44.9	44.4	54.7	21.6	0.9
North Park College	25.5	31.2	38.8	39.9	41.3	62.0	32.4	6.4
Northwestern University	41.0	57.6	74.2	76.8	79.5	93.9	38.0	7.1
Olivet Nazarene University	21.7	26.5	34.2	No Report	36.9	70.0	39.2	7.9
Parks College of Saint Louis University	24.3	34.2	51.0	48.3	51.6	112.3	50.9	1.2
Quincy University	23.8	29.0	36.1	37.4	36.7	54.2	26.6	1.7
Rockford College	25.2	27.7	36.4	38.2	39.6	57.1	43.0	8.8
Roosevelt University	25.3	34.8	43.0	46.1	47.6	88.1	36.8	10.7
Rosary College/Dominican University	24.4	31.7	41.2	43.6	43.6	78.7	37.5	5.8
Saint Xavier University	26.0	31.5	45.2	45.8	47.9	84.2	52.1	6.0
School of the Art Institute of Chicago	27.4	No Report	34.9	35.2	48.6	77.4	-	39.3
Springfield College in Illinois	17.8	19.3	23.2	22.9	24.5	37.6	26.9	5.6
Trinity Christian College	25.9	32.5	40.3	41.9	42.0	62.2	29.2	4.2
University of Chicago	43.9	59.9	76.7	79.4	83.3	89.7	39.1	8.6
Wheaton College	27.4	37.2	46.5	48.5	50.5	84.3	35.8	8.6
Weighted Average[2]	$ 32.9	$ 44.6	$ 56.7	$ 58.6	$ 60.0	82.4 %	34.5 %	5.8 %

[1] The fiscal year 1997 faculty distribution among ranks was used to determine weighted average salaries for all years.

[2] Based on the 30 institutions that reported in all years.

Source: American Association of University Professors

Table 6

ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

	FY1985	FY1990	FY1995	FY1996	FY1997
Augustana College	113.3 %	107.3 %	103.9 %	106.1 %	105.5 %
Aurora College	91.7	99.1	91.6	88.6	87.9
Barat College	70.4	No Report	110.7	112.2	106.4
Blackburn College	97.5	No Report	82.9	82.0	82.6
Bradley University	101.8	104.1	110.4	109.1	107.1
College of St. Francis	No Report	No Report	98.5	100.0	100.9
Concordia University	83.7	80.6	89.2	92.1	90.8
DePaul University	105.4	111.8	120.9	123.0	120.5
Elmhurst College	100.0	100.0	102.0	103.8	105.1
Eureka College	98.5	104.4	111.0	110.9	109.7
Greenville College	76.2	84.2	No Report	88.6	88.1
Illinois Benedictine College	90.4	88.3	88.2	85.0	No Report
Illinois College	108.3	105.5	114.1	113.7	112.6
Illinois Institute of Technology	99.7	99.6	97.8	95.5	98.1
Illinois Wesleyan University	110.5	110.1	118.8	118.5	118.3
Knox College	88.7	87.3	88.8	90.6	89.7
Lake Forest College	101.0	102.8	100.8	No Report	95.9
Lewis University	81.4	86.1	88.0	90.0	88.6
Loyola University of Chicago	101.5	98.3	101.0	100.3	100.0
MacMurray College	97.5	75.6	82.4	No Report	83.8
Millikin University	102.7	101.8	97.0	98.8	97.9
Monmouth College	107.2	103.4	98.0	101.7	101.9
National-Louis University	No Report	91.9	92.9	89.9	No Report
North Central College	116.5	114.0	111.1	110.0	105.7

Table 6

ILLINOIS INDEPENDENT COLLEGES AND UNIVERSITIES
WEIGHTED AVERAGE FACULTY SALARIES
AS A PERCENTAGE OF COMPARISON GROUP MEDIANS

	FY1985	FY1990	FY1995	FY1996	FY1997
North Park College	84.8 %	76.8 %	79.0 %	78.1 %	80.8 %
Northwestern University	99.3	101.2	111.1	110.3	111.0
Principia College	111.6	112.9	111.3	109.5	No Report
Rockford College	104.5	89.6	91.5	93.9	95.0
Roosevelt University	87.1	90.5	91.1	94.3	93.3
Rosary College	89.7	88.5	94.3	96.5	92.8
Saint Xavier College	108.7	103.6	116.5	116.9	117.1
University of Chicago	105.0	104.5	113.6	113.1	115.4
Wheaton College	82.1	83.0	87.4	89.3	88.9
Weighted Average [1]	100.1 %	100.3 %	105.2 %	105.2 %	105.9 %

[1] The fiscal year 1997 faculty distribution among ranks was used to determine weighted average salaries for all years.

Source: American Association of University Professors

Table 7

ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT

(in thousands of dollars)

						Percent Increase		
	FY1985	FY1990	FY1995	FY1996	FY1997	FY1985 to FY1997	FY1990 to FY1997	FY1995 to FY1997
Belleville Area Community College	$ 32.0	$ 40.6	$ 47.2	$ 48.6	$ 48.5	51.6 %	19.5 %	2.8 %
Black Hawk College	N/R	32.1	42.5	42.4	45.7	-	42.4	7.5
Carl Sandburg College	23.6	29.8	36.1	37.8	40.4	71.2	35.6	11.9
City Colleges of Chicago (All)	31.7	43.1	53.0	54.4	54.9	73.2	27.4	3.6
College of DuPage	32.7	N/R	50.9	54.3	56.5	72.8	-	11.0
College of Lake County	29.4	47.2	62.0	64.3	66.6	126.5	41.1	7.4
Danville Area Community College	24.9	29.1	34.0	36.0	37.2	49.4	27.8	9.4
Elgin Community College	N/R	35.1	54.8	57.2	59.5	-	69.5	8.6
Heartland Community College	-	-	29.6	31.2	31.8	-	-	7.4
Highland Community College	25.5	29.5	42.1	43.3	44.4	74.1	50.5	5.5
Ill Eastern Community Colleges (All)	21.5	25.3	32.0	32.9	34.3	59.5	35.6	7.2
Illinois Central College	27.9	34.6	41.9	42.1	43.6	56.3	26.0	4.1
Illinois Valley Community College	27.0	34.0	40.3	40.9	42.8	58.5	25.9	6.2
John A. Logan College	28.8	32.9	41.2	42.0	43.1	49.7	31.0	4.6
John Wood Community College	18.2	22.2	25.0	26.4	28.3	55.5	27.5	13.2
Joliet Junior College	30.6	40.4	48.7	50.2	52.1	70.3	29.0	7.0
Kankakee Community College	22.4	30.6	40.8	42.8	44.7	99.6	46.1	9.6
Kaskaskia College	22.0	31.4	40.1	40.7	42.4	92.7	35.0	5.7
Kishwaukee College	22.7	30.5	35.7	34.7	38.9	71.4	27.5	9.0
Lake Land College	23.1	29.7	36.8	38.7	40.6	75.8	36.7	10.3
Lewis and Clark Community College	25.4	34.9	43.4	45.7	46.3	82.3	32.7	6.7
Lincoln Land Community College	28.4	37.4	45.9	48.7	50.0	76.1	33.7	8.9
McHenry County College	25.7	35.4	42.7	44.9	47.4	84.4	33.9	11.0

Table 7

ILLINOIS COMMUNITY COLLEGES
AVERAGE FACULTY SALARIES BY DISTRICT

(in thousands of dollars)	FY1985	FY1990	FY1995	FY1996	FY1997	Percent Increase FY1985 to FY1997	Percent Increase FY1990 to FY1997	Percent Increase FY1995 to FY1997
Metropolitan Community College	$ 20.5	N/R	$ 34.0	$ 35.5	$ 36.7	79.0 %	-	7.9 %
Moraine Valley Community College	26.3	$ 37.7	46.9	48.2	49.5	88.2	31.3 %	5.5
Morton College	28.0	40.4	50.3	49.7	51.1	82.5	26.5	1.6
Oakton Community College	31.1	45.1	57.2	59.3	62.5	101.0	38.6	9.3
Parkland College	28.3	36.6	44.8	46.0	48.2	70.3	31.7	7.6
Prairie State College	29.3	35.7	43.5	45.7	47.5	62.1	33.1	9.2
Rend Lake College	23.4	31.1	38.0	39.5	41.2	76.1	32.5	8.4
Richland Community College	24.4	31.6	39.3	40.2	39.4	61.5	24.7	0.3
Rock Valley College	25.9	35.8	43.7	43.9	45.3	74.9	26.5	3.7
Sauk Valley Community College	23.9	30.9	37.4	38.3	38.3	60.3	23.9	2.4
Shawnee College	19.4	28.5	34.2	35.5	37.0	90.7	29.8	8.2
South Suburban College	31.5	39.1	47.2	47.3	50.5	60.3	29.2	7.0
Southeastern Illinois College	21.4	30.8	36.6	37.1	37.3	74.3	21.1	1.9
Spoon River College	26.0	30.2	37.5	35.2	36.8	41.5	21.9	(1.9)
Triton College	30.0	41.7	54.5	56.9	58.3	94.3	39.8	7.0
Waubonsee Community College	28.2	36.2	43.7	44.7	46.0	63.1	27.1	5.3
William Rainey Harper College	33.7	44.3	57.1	57.1	57.5	70.6	29.8	0.7
Weighted Average	$ 29.1	$ 37.8	$ 46.9	$ 48.3	$ 49.7	70.8 %	31.5 %	6.0 %

N/R = No Report

Source: Illinois Community College Board

Table 8

ILLINOIS COMMUNITY COLLEGES
WEIGHTED AVERAGE FACULTY SALARIES COMPARED TO AVERAGE SALARIES IN SELECTED STATES

(in thousands of dollars)

State	FY1985	FY1990	FY1995	FY1996	FY1997	FY1985 to FY1997	FY1990 to FY1997	FY1995 to FY1997
Weighted Average Salaries								
Illinois	$ 29.1	$ 37.8	$ 46.9	$ 48.3	$ 49.7	70.8 %	31.5 %	6.0 %
Average Salaries								
California	32.9	44.2	51.9	53.0	54.5	65.7	23.3	5.0
Florida	23.6	32.9	37.3	35.9	36.2	53.4	10.0	(2.9)
Iowa	21.3	28.2	35.6	34.6	35.9	68.5	27.3	0.8
Maryland	27.1	36.3	42.6	43.3	45.0	66.1	24.0	5.6
Massachusetts	24.4	36.0	41.1	40.5	42.0	72.1	16.7	2.2
Michigan	28.1	39.3	45.8	50.0	52.6	87.2	33.8	14.8
Minnesota	28.5	37.8	43.8	45.0	47.1	65.3	24.6	7.5
Missouri	23.1	29.8	35.0	36.6	38.9	68.4	30.5	11.1
New York	27.8	36.7	45.6	45.8	48.0	72.7	30.8	5.3
Ohio	24.9	33.3	39.4	39.7	41.7	67.5	25.2	5.8
Pennsylvania	25.7	34.4	42.4	44.7	47.4	84.4	37.8	11.8
Texas	28.0	32.0	35.3	37.4	36.7	31.1	14.7	4.0
Washington	26.2	30.3	37.1	36.9	39.6	51.1	30.7	6.7
Median	$ 26.2	$ 34.4	$ 39.6	$ 40.5	$ 42.0	60.3 %	22.1 %	6.1 %
Illinois Average As A Percent Of Other States' Median	111.1 %	109.9 %	118.4 %	119.3 %	118.3 %			

Sources: American Association of University Professors and Illinois Community College Board

Table 9

ILLINOIS MATHEMATICS AND SCIENCE ACADEMY AND HIGH SCHOOL DISTRICTS IN THE CHICAGO METROPOLITAN AREA AVERAGE TEACHER SALARIES

	FY1990	FY1995	FY1996	FY1997	Percent Increase FY1990 To FY1997	Percent Increase FY1995 To FY1997
Illinois Mathematics and Science Academy	$38,838	$49,923	$51,537	$52,907	36.2 %	6.0 %
High School Districts In:						
Cook County	46,836	58,630	62,062	64,033	36.7	9.2
DuPage County	46,691	60,826	61,868	63,652	36.3	4.6
Lake County	41,802	54,456	56,505	58,960	41.0	8.3
McHenry County	39,512	50,780	53,965	54,691	38.4	7.7
Will County	37,941	47,438	48,050	51,900	36.8	9.4
Weighted Average Salary	$45,499	$57,292	$59,886	$62,023	36.3 %	8.3 %
Illinois Mathematics and Science Academy as Percent of High School Districts' Weighted Average	85.4 %	87.1 %	86.1 %	85.3 %		

Note: Preliminary fiscal year 1997 salary data for public school teachers in Illinois obtained from Planning, Research, and Evaluation, State Board of Education.

Source: Illinois Mathematics and Science Academy and State Board of Education *Illinois Teacher Salary Study*.

Table 10

PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES
WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES

	FY1985	FY1990	FY1995	FY1996	FY1997	Percent Increase FY1985 to FY1997	Percent Increase FY1990 to FY1997	Percent Increase FY1995 to FY1997
Chicago State University	$ 16,732	$ 22,273	$ 24,848	$ 26,789	$ 27,531	64.5 %	23.6 %	10.8 %
Eastern Illinois University	14,659	20,116	24,389	25,738	26,771	82.6	33.1	9.8
Governors State University	17,236	22,737	25,511	27,172	27,317	58.5	20.1	7.1
Illinois State University	16,365	21,388	24,655	25,652	26,647	62.8	24.6	8.1
Northeastern Illinois University	16,418	21,869	23,874	26,447	27,193	65.6	24.3	13.9
Northern Illinois University	16,493	21,356	24,799	25,624	26,236	59.1	22.9	5.8
Western Illinois University	15,933	20,814	23,371	25,046	25,671	61.1	23.3	9.8
Southern Illinois University								
Carbondale	16,996	21,957	25,118	25,879	26,532	56.1	20.8	5.6
Edwardsville	17,257	21,390	22,872	23,212	23,849	38.2	11.5	4.3
School of Medicine	15,501	20,040	23,874	24,230	25,001	61.3	24.8	4.7
University of Illinois								
Chicago	18,864	26,129	31,124	33,285	34,403	82.4	31.7	10.5
Springfield	16,098	19,517	22,704	24,879	25,861	60.6	32.5	13.9
Urbana - Champaign	17,160	23,030	26,075	27,670	28,626	66.8	29.9	9.8
Public Universities Weighted Average	17,355	22,759	26,720	28,021	28,834	66.1	26.7	7.9
Illinois Community College Board	14,508	20,325	23,070	24,991	26,238	80.9	29.1	13.7
Illinois Student Assistance Commission	15,267	21,699	24,827	26,746	27,767	81.9	28.0	11.8
State Universities Civil Service System	21,997	31,599	36,861	38,776	40,529	84.2	28.3	10.0
Illinois Board of Higher Education	15,948	21,227	24,859	27,228	27,233	70.8	28.3	9.5
Weighted Average	$ 17,319	$ 22,737	$ 26,678	$ 27,061	$ 28,101	62.3 %	23.6 %	5.3 %

Source: Northern Illinois University Personnel Office

Table 11

PUBLIC UNIVERSITIES AND STATE HIGHER EDUCATION AGENCIES
WEIGHTED AVERAGE ANNUAL CIVIL SERVICE SALARIES
BY OCCUPATIONAL CATEGORY

Occupational Category	FY1985	FY1990	FY1995	FY1996	FY1997	FY1985 to FY1997	FY1990 to FY1997	FY1995 to FY1997
Administrative/Managerial/ Professional	$ 21,131	$ 27,284	$ 30,677	$ 32,163	$ 32,977	56.1 %	20.9 %	7.5 %
Medical/Health Services	19,683	27,069	32,653	34,544	35,365	79.7	30.6	8.3
Technical	17,603	20,560	24,241	25,321	26,081	48.2	26.9	7.6
Clerical	12,787	16,683	19,588	20,700	21,432	67.6	28.5	9.4
Custodial/Maintenance/ Services	15,199	19,710	22,262	23,243	23,886	57.2	21.2	7.3
Crafts/Trades/Construction	29,999	36,900	42,062	44,133	45,441	51.5	23.1	8.0

Source: Northern Illinois University Personnel Office

APPENDIX

DESCRIPTION OF SALARY DATA SOURCES, BOARD OF HIGHER EDUCATION SALARY COMPARISON GROUPS, AND METHODS FOR COMPARISONS

Faculty Salaries

Sources of Data

Faculty salary data used in this study were reported by the American Association of University Professors (AAUP) in "The Annual Report on the Economic Status of The Profession 1996-1997," *Academe*, March-April 1997.

The Association's efforts have made it possible to obtain faculty salary data in a more timely fashion than other sources of such information. However, not all institutions are included in AAUP's year-to-year efforts. Missing data generally involve small nonpublic institutions and public community colleges. Because data for many Illinois community colleges have not been consistently included in the AAUP reports over the years, salary data for these faculty were obtained from the Illinois Community College Board.

Salary data for some ranks of faculty may be excluded by the AAUP even though an institution's other data are included in the AAUP report. This occurs because AAUP does not publish salary data for ranks in which fewer than six faculty members are reported. This measure is intended to protect the confidentiality of individual salary information. Because relatively small numbers of faculty are excluded for this reason, this adjustment is not likely to have a significant effect on the conclusions of the Board of Higher Education's report.

Although the AAUP reports data for both salaries and total compensation, the data presented in this report are limited to salaries. Total compensation includes such fringe benefits as employer contributions to the federal social security system, employee and dependent health insurance, employee life insurance, and employee disability plans.

Comparisons of Faculty Salaries

Faculty salary data for five fiscal years (1985, 1990, 1995, 1996, and 1997) are examined in this Board of Higher Education report. For each of these years, salary data for Illinois public universities and independent colleges and universities are compared with similar institutions nationwide. The basis for determining groups of similar institutions--labeled comparison groups--is described in a Board report, *College and University Comparison Groups* (November 5, 1985). A list of the comparison groups containing Illinois colleges and universities that are used in the report is provided at the end of this Appendix.

The comparison groups involve a total nationwide population of 1,534 colleges and universities. This total includes 273 doctoral granting institutions, 561 master's granting institutions, and 700 bachelor's granting institutions. These institutions were divided into 41 groups of institutions based upon a large number of variables that are described in the Board of Higher Education's 1985 report. Of the 41 comparison groups, 18 contain at least one Illinois institution.

Within each comparison group, the median (midpoint) salary is determined for each faculty rank. A "weighted" median salary is then calculated using the fiscal year 1997 faculty mix for each Illinois institution. This figure is used as the point of comparison with the weighted average salary for each Illinois institution in the group. Illinois salaries are expressed as a percentage of the median salary of the group.

Weighted average faculty salaries for independent colleges and universities are calculated using the institutions that reported data in every year. In this report, the following institutions were used to calculate the weighted average faculty salaries for Illinois private institutions.

Augustana College
Bradley University
DePaul University
Eureka College
Illinois College
Illinois Wesleyan University
Lewis University
Loyola University of Chicago
Millikin University
North Central College
Parks College of St. Louis University
Rockford College
Rosary College
Trinity Christian College
Wheaton College
Aurora University
Concordia University
Elmhurst College
Garrett-Evangelical Theological Seminary
Illinois Institute of Technology
Knox College
Lincoln College
Lutheran School of Theology at Chicago
Monmouth College
Northwestern University
Quincy University
Roosevelt University
Saint Xavier University
University of Chicago

The mix of faculty in each rank in fiscal year 1997 is used to control for changes in the mix of faculty over time. Furthermore, the Illinois institution's fiscal year 1997 mix is used for computing the comparison group's median salary in order to control for differences in faculty mix among institutions.

No comparison groups similar to those used for public universities and independent institutions are available for Illinois community colleges. In the absence of such groups, the weighted average salary of all Illinois community colleges combined has been compared with the average salary in selected states that have large community college systems or neighbor Illinois. The Illinois average is compared with the median salary for the group of states and expressed as a percentage of the median.

Faculty salary data for community colleges in other states were obtained from the AAUP report, but the reporting of salary data over time for these community colleges has not been consistent. Comparisons of these faculty salary data with salary data for Illinois community colleges obtained from the Illinois Community College Board should be used with caution.

Illinois Mathematics and Science Academy

Faculty salary data used in this study were reported by the Illinois Mathematics and Science Academy and the Illinois State Board of Education (ISBE) Office of Planning, Research and Evaluation in *Illinois Teacher Salary Study*, 1989-90, 1994-95, 1995-96, and 1996-97. The ISBE obtains data from the teacher service record form completed annually by school district superintendents and submitted to the ISBE. All data reported are salaries for full-time classroom teachers and include salary increments resulting from an additional year of teaching experience for most teachers, additional educational attainment for some teachers, and additional pay for extra

duties and extended work time if not included in the teacher's employment contract. Salaries for part-time teachers, teacher aides, and other non-teaching personnel are not included.

Civil Service Salaries

University civil service salaries are collected annually from public universities and higher education agencies by the personnel office at Northern Illinois University. Data are collected for the number of employees in each position and the average salary for that position.

Board of Higher Education staff grouped the various civil service position classifications as designated by the University Civil Service Merit Board into six occupational categories.

Board of Higher Education 1985 Comparison Groups

The following pages list all of the institutions in the Board of Higher Education comparison groups. Institutions located in Alaska and Hawaii were excluded from group median calculations.

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS

Number of Institutions	Institution	State	Control
	University of Southern California	CA	Private
	University of California-San Diego	CA	Public
	University of California-Los Angeles	CA	Public
	University of California-Berkeley	CA	Public
	Yale University	CT	Private
	University of Chicago	IL	**Private**
	Northwestern University	IL	**Private**
	University of Illinois at Urbana-Champaign	IL	**Public**
	Johns Hopkins University	MD	Private
	University of Michigan-Ann Arbor	MI	Public
	Washington University	MO	Private
	Duke University	NC	Private
	University of North Carolina at Chapel Hill	NC	Public
	University of Rochester	NY	Private
	New York University	NY	Private
	Columbia University Main Division	NY	Private
	University of Pennsylvania	PA	Private
	Brown University	RI	Private
	University of Texas at Austin	TX	Public
	University of Washington	WA	Public
	University of Wisconsin-Madison	WI	Public
21			
	Georgia Institute of Technology-Main Campus	GA	Public
	Illinois Institute of Technology	IL	**Private**
	University of Missouri-Rolla	MO	Public
	Stevens Institute of Technology	NJ	Private
	Clarkson College of Technology	NY	Private
	Rensselaer Polytechnic Institute	NY	Private
	Polytechnic Institute of New York	NY	Private
	Drexel University	PA	Private
8			
	University of Alabama in Birmingham	AL	Public
	Northern Arizona University	AZ	Public
	University of California-Santa Cruz	CA	Public
	University of Northern Colorado	CO	Public
	University of South Florida	FL	Public
	Florida Atlantic University	FL	Public
	Georgia State University	GA	Public
	Illinois State University	IL	**Public**
	Ball State University	IN	Public
	Indiana-Purdue University-Indianapolis	IN	Public
	Indiana State University Main Campus	IN	Public
	University of Louisville	KY	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	University of New Orleans	LA	Public
	Western Michigan University	MI	Public
	University of Missouri-Kansas City	MO	Public
	University of Southern Mississippi	MS	Public
	University of North Carolina at Greensboro	NC	Public
	Rutgers University Camden Campus	NJ	Public
	State University of New York at Albany	NY	Public
	Cleveland State University	OH	Public
	Ohio University Main Campus	OH	Public
	University of Toledo	OH	Public
	University of South Dakota Main Campus	SD	Public
	Memphis State University	TN	Public
	North Texas State University	TX	Public
	East Texas State University	TX	Public
	University of Houston Central Campus	TX	Public
	Texas Woman's University	TX	Public
	University of Texas at Dallas	TX	Public
	University of Wisconsin-Milwaukee	WI	Public
30			
	University of Arizona	AZ	Public
	Arizona State University	AZ	Public
	University of California-Davis	CA	Public
	University of California-Santa Barbara	CA	Public
	University of California-Irvine	CA	Public
	University of California-Riverside	CA	Public
	University of Delaware	DE	Public
	University of Florida	FL	Public
	Florida State University	FL	Public
	University of Georgia	GA	Public
	University of Hawaii at Manoa	HI	Public
	University of Illinois at Chicago	**IL**	**Public**
	University of Massachusetts Amherst Campus	MA	Public
	University of Maryland College Park Campus	MD	Public
	Michigan State University	MI	Public
	Wayne State University	MI	Public
	University of Oregon Main Campus	OR	Public
	Temple University	PA	Public
	University of Utah	UT	Public
	Virginia Commonwealth University	VA	Public
	Virginia Polytechnic Institute and State University	VA	Public
	University of Vermont and State Agriculture College	VT	Public
22			

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	University of Alabama	AL	Public
	Auburn University Main Campus	AL	Public
	University of Arkansas Main Campus	AR	Public
	Colorado State University	CO	Public
	Iowa State University Science and Technology	IA	Public
	University of Idaho	ID	Public
	Southern Illinois University at Carbondale	IL	Public
	Northern Illinois University	IL	Public
	Kansas State University of Agriculture and Applied Science	KS	Public
	University of Kentucky	KY	Public
	Louisiana State University and Agriculture and Mechanical College	LA	Public
	University of Maine at Orono	ME	Public
	University of Missouri-Columbia	MO	Public
	University of Mississippi Main Campus	MS	Public
	Mississippi State University	MS	Public
	University of Montana	MT	Public
	Montana State University	MT	Public
	North Carolina State University-Raleigh	NC	Public
	University of North Dakota Main Campus	ND	Public
	North Dakota State University Main Campus	ND	Public
	University of Nebraska-Lincoln	NE	Public
	University of New Hampshire	NH	Public
	Rutgers University Newark Campus	NJ	Public
	New Mexico State University Main Campus	NM	Public
	University of New Mexico Main Campus	NM	Public
	University of Nevada Reno	NV	Public
	State University of New York at Binghamton	NY	Public
	Bowling Green State University Main Campus	OH	Public
	Kent State University Main Campus	OH	Public
	University of Akron Main Campus	OH	Public
	Miami University Oxford Campus	OH	Public
	Oklahoma State University Main Campus	OK	Public
	University of Oklahoma Norman Campus	OK	Public
	Oregon State University	OR	Public
	University of Rhode Island	RI	Public
	University of South Carolina at Columbia	SC	Public
	Clemson University	SC	Public
	University of Tennessee Knoxville	TN	Public
	Texas Technical University	TX	Public
	Texas A&M University Main Campus	TX	Public
	Utah State University	UT	Public
	College of William and Mary	VA	Public
	Washington State University	WA	Public
	University of West Virginia	WV	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	University of Wyoming	WY	Public
45			
	Loma Linda University	CA	Private
	University of Denver	CO	Private
	American University	DC	Private
	Georgetown University	DC	Private
	George Washington University	DC	Private
	Catholic University of America	DC	Private
	University of Miami	FL	Private
	Emory University	GA	Private
	Loyola University of Chicago	IL	Private
	Tulane University of Louisiana	LA	Private
	Boston University	MA	Private
	Boston College	MA	Private
	Saint Louis University Main Campus	MO	Private
	Wake Forest University	NC	Private
	Creighton University	NE	Private
	Yeshiva University	NY	Private
	Case Western Reserve University	OH	Private
	Vanderbilt University	TN	Private
18			
	Troy State University Main Campus	AL	Public
	California Polytechnic State University-San Luis Obispo	CA	Public
	California State Polytechnic University-Pomona	CA	Public
	California State University-Chico	CA	Public
	California State University-Dominguez Hills	CA	Public
	California State University-Fresno	CA	Public
	California State University-Hayward	CA	Public
	Central Connecticut State College	CT	Public
	Southern Connecticut State College	CT	Public
	University of Central Florida	FL	Public
	Florida International University	FL	Public
	Drake University	IA	Private
	University of Northern Iowa	IA	Public
	DePaul University	IL	Private
	Eastern Illinois University	IL	Public
	Southern Illinois University at Edwardsville	IL	Public
	Western Illinois University	IL	Public
	Wichita State University	KS	Public
	Eastern Kentucky University	KY	Public
	Western Kentucky University	KY	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Louisiana Technical University	LA	Public
	University of Southwestern Louisiana	LA	Public
	Towson State University	MD	Public
	Oakland University	MI	Public
	Mankato State University	MN	Public
	Saint Cloud State University	MN	Public
	Central Missouri State University	MO	Public
	University of Missouri-Saint Louis	MO	Public
	Southwest Missouri State University	MO	Public
	Appalachian State University	NC	Public
	East Carolina University	NC	Public
	University of North Carolina at Charlotte	NC	Public
	University of Nebraska at Omaha	NE	Public
	Farleigh Dickinson University Teaneck Campus	NJ	Private
	Montclair State College	NJ	Public
	Seton Hall University	NJ	Private
	University of Nevada Las Vegas	NV	Public
	City of New York Bernard Baruch College	NY	Public
	City of New York Brooklyn College	NY	Public
	City of New York City College	NY	Public
	City of New York Hunter College	NY	Public
	City of New York Queens College	NY	Public
	Long Island University C.W. Post Center	NY	Private
	Rochester Institute of Technology	NY	Private
	State of New York College at Buffalo	NY	Public
	University of Dayton	OH	Private
	Wright State University Main Campus	OH	Public
	Youngstown State University	OH	Public
	Central State University	OK	Public
	Portland State University	OR	Public
	Duquesne University	PA	Private
	Indiana University of Pennsylvania	PA	Public
	Villanova University	PA	Private
	International American University Metro Campus	PR	Private
	Middle Tennessee State University	TN	Public
	Lamar University	TX	Public
	Stephen F. Austin State University	TX	Public
	Southwest Texas State University	TX	Public
	University of Texas at El Paso	TX	Public
	University of Texas San Antonio	TX	Public
	George Mason University	VA	Public
	James Madison University	VA	Public
	Old Dominion University	VA	Public
	Western Washington University	WA	Public
	University of Wisconsin Eau Claire	WI	Public
	University of Wisconsin Oshkosh	WI	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Marshall University	WV	Public
67			
	Alabama A&M University	AL	Public
	University of Alabama in Huntsville	AL	Public
	Jacksonville State University	AL	Public
	University of South Alabama	AL	Public
	Tuskegee Institute	AL	Private
	University of Arkansas at Little Rock	AR	Public
	Arkansas State University Main Campus	AR	Public
	University of Central Arkansas	AR	Public
	Humboldt State University	CA	Public
	University of District of Columbia	DC	Public
	Florida Agricultural & Mechanical University	FL	Public
	University of West Florida	FL	Public
	Georgia Southern College	GA	Public
	West Georgia College	GA	Public
	Boise State University	ID	Public
	Idaho State University	ID	Public
	Chicago State University	IL	Public
	Northeastern Illinois University	IL	Public
	University of Evansville	IN	Private
	Indiana-Purdue University Fort Wayne	IN	Public
	Emporia State University	KS	Public
	Fort Hays State University	KS	Public
	Pittsburg State University	KS	Public
	Morehead State University	KY	Public
	Murray State University	KY	Public
	McNeese State University	LA	Public
	Northeast Louisiana University	LA	Public
	Northwestern State University of Louisiana	LA	Public
	Southern University A&M Main Campus	LA	Public
	Southeastern Louisiana University	LA	Public
	Bridgewater State College	MA	Public
	University of Lowell	MA	Public
	Salem State College	MA	Public
	University of Southern Maine	ME	Public
	Northern Michigan University	MI	Public
	University of Minnesota Duluth	MN	Public
	Moorhead State University	MN	Public
	Northeast Missouri State University	MO	Public
	Southeast Missouri State University	MO	Public
	Jackson State University	MS	Public
	North Carolina Agricultural and Technical State University	NC	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	North Carolina Central University	NC	Public
	Western Carolina University	NC	Public
	Kearney State College	NE	Public
	Glassboro State College	NJ	Public
	Jersey City State College	NJ	Public
	Kean College of New Jersey	NJ	Public
	Trenton State College	NJ	Public
	William Paterson College	NJ	Public
	Eastern New Mexico University Main Campus	NM	Public
	City University of New York College of Staten Island	NY	Public
	City University of New York Herbert Lehman College	NY	Public
	State University of New York College at Brockport	NY	Public
	State University of New York College at Cortland	NY	Public
	State University of New York College at New Paltz	NY	Public
	State University of New York College at Oswego	NY	Public
	State University of New York College at Plattsburgh	NY	Public
	Bloomsburg State University	PA	Public
	California State University	PA	Public
	Clarion University Main Campus	PA	Public
	Edinboro University	PA	Public
	Kutztown University	PA	Public
	Millersville University	PA	Public
	Shippensburg University	PA	Public
	Slippery Rock University	PA	Public
	West Chester University	PA	Public
	Catholic University Puerto Rico	PR	Private
	International American San German Campus	PR	Private
	Rhode Island College	RI	Public
	Winthrop College	SC	Public
	South Dakota State University	SD	Public
	East Tennessee State University	TN	Public
	University of Tennessee at Chattanooga	TN	Public
	Tennessee State University	TN	Public
	Tennessee Technological University	TN	Public
	Abilene Christian University	TN	Public
	Angelo State University	TX	Private
	Pan American University	TX	Public
	Sam Houston State University	TX	Public
	Texas A&I University	TX	Public
	Texas Southern University	TX	Public
	West Texas State University	TX	Public
	Weber State College	UT	Public
	Norfolk State University	VA	Public
	Radford University	VA	Public
	Virginia State University	VA	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Central Washington University	WA	Public
	Eastern Washington University	WA	Public
	University of Wisconsin La Crosse	WI	Public
	University of Wisconsin River Falls	WI	Public
	University of Wisconsin Stevens Point	WI	Public
	University of Wisconsin Stout	WI	Public
	University of Wisconsin Superior	WI	Public
	University of Wisconsin Whitewater	WI	Public
94			
	Alabama State University	AL	Public
	Livingston University	AL	Public
	University of Montevallo	AL	Public
	University of North Alabama	AL	Public
	Arkansas Technical University	AR	Public
	Henderson State University	AR	Public
	Ouachita Baptist University	AR	Private
	Southern Arkansas University Main Campus	AR	Public
	Adams State College	CO	Public
	Western State College Colorado	CO	Public
	Eastern Connecticut State College	CT	Public
	Armstrong State College	GA	Public
	Augusta College	GA	Public
	Columbus College	GA	Public
	Fort Valley State College	GA	Public
	Georgia Southwestern College	GA	Public
	Georgia College	GA	Public
	North Georgia College	GA	Public
	Valdosta State College	GA	Public
	University of Guam	GU	Public
	Concordia University	IL	Private
	Indiana University Southeast	IN	Public
	Purdue University Calumet	IN	Public
	Washburn University of Topeka	KS	Public
	Northern Kentucky University	KY	Public
	Grambling State University	LA	Public
	Louisiana State University Shreveport	LA	Public
	Nicholls State University	LA	Public
	Fitchburg State College	MA	Public
	Worcester State College	MA	Public
	Coppin State College	MD	Public
	Salisbury State College	MD	Public
	Saginaw Valley State College	MI	Public
	Bemidji State University	MN	Public

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Winona State University	MN	Public
	Lincoln University	MO	Public
	Northwest Missouri State University	MO	Public
	Alcorn State University	MS	Public
	Delta State University	MS	Public
	Mississippi Valley State University	MS	Public
	Eastern Montana College	MT	Public
	Northern Montana College	MT	Public
	Western Montana College	MT	Public
	Gardner-Webb College	NC	Private
	University of North Carolina at Wilmington	NC	Public
	Pembroke State University	NC	Public
	Minot State College	ND	Public
	Chadron State College	NE	Public
	Wayne State College	NE	Public
	University of New Hampshire Keene State College	NH	Public
	University of New Hampshire Plymouth State College	NH	Public
	East Central Oklahoma State University	OK	Public
	Northeastern Oklahoma State University	OK	Public
	Northwestern Oklahoma State University	OK	Public
	Southeastern Oklahoma State University	OK	Public
	Southwestern Oklahoma State University	OK	Public
	Southern Oregon State College	OR	Public
	Western Oregon State College	OR	Public
	East Stroudsberg University	PA	Public
	Francis Marion College	SC	Public
	South Carolina State College	SC	Public
	Northern State College	SD	Public
	Austin Peay State University	TN	Public
	University of Tennessee at Martin	TN	Public
	Midwestern State University	TX	Public
	Prairie View A&M University	TX	Public
	Sul Ross State University	TX	Public
	Tarleton State University	TX	Public
	University of Texas at Tyler	TX	Public
	Longwood College	VA	Public
	Castleton State College	VT	Public
	Johnson State College	VT	Public
	University of Wisconsin Platteville	WIWI	Public
73			
	Azusa Pacific University	CA	Private
	California Lutheran College	CA	Private
	Chapman College	CA	Private

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BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Loyola Marymount University	CA	Private
	New College of California	CA	Private
	University of San Diego	CA	Private
	University of Santa Clara	CA	Private
	University of La Verne	CA	Private
	University of Colorado at Denver	CO	Public
	University of Bridgeport	CT	Private
	Barry University	FL	Private
	Governors State University	**IL**	**Public**
	National-Louis University	**IL**	**Private**
	Roosevelt University	**IL**	**Private**
	Rosary College/Dominican University	**IL**	**Private**
	University of Illinois at Springfield	**IL**	**Public**
	Saint Francis College	IN	Private
	Hellenic College-Holy Cross Greek Orthodox School of Theology	MA	Private
	Lesley College	MA	Private
	Simmons College	MA	Private
	Suffolk University	MA	Private
	Loyola College	MD	Private
	College of Saint Thomas	MN	Private
	Rivier College	NH	Private
	Fairleigh Dickinson University Rutherford	NJ	Private
	Long Island University Brooklyn Center	NY	Private
	Pace University New York	NY	Private
	Antioch University	OH	Private
	Ashland College	OH	Private
	Xavier University	OH	Private
	Oklahoma City University	OK	Private
	Lewis and Clark College	OR	Private
	Beaver College	PA	Private
	Pennsylvania State University--Harrisburg	PA	Public
	University of Dallas	TX	Private
	University of Houston Clear Lake City	TX	Public
	Our Lady of Lake University of San Antonio	TX	Private
	Saint Mary's University San Antonio	TX	Private
	Gonzaga University	WA	Private
40			
	College of Notre Dame	CA	Private
	University of Redlands	CA	Private
	Saint Mary's College of California	CA	Private
	Woodbury University	CA	Private
	Regis College	CO	Private
	University of Hartford	CT	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	University of New Haven	CT	Private
	Quinnipiac College	CT	Private
	Sacred Heart University	CT	Private
	Wilmington College	DE	Private
	Embry-Riddle Aeronautical University	FL	Private
	Rollins College	FL	Private
	Mercer University in Atlanta	GA	Private
	Chaminade University of Honolulu	HI	Private
	Saint Ambrose College	IA	Private
	Aurora College	IL	**Private**
	Illinois Benedictine College	IL	**Private**
	Lewis University	IL	**Private**
	Indiana Central University	IN	Private
	Bellarmine College	KY	Private
	Bentley College	MA	Private
	Nichols College	MA	Private
	University of Maryland University College	MD	Public
	Mount Saint Mary's College	MD	Private
	Husson College	ME	Private
	Aquinas College	MI	Private
	University of Michigan-Dearborn	MI	Public
	The Lindenwood Colleges	MO	Private
	Rockhurst College	MO	Private
	Queens College	NC	Private
	New Hampshire College	NH	Private
	Fairleigh Dickinson University	NJ	Private
	Monmouth College	NJ	Private
	Rider College	NJ	Private
	Canisius College	NY	Private
	Iona College	NY	Private
	Manhattan College	NY	Private
	Marist College	NY	Private
	New York Institute of Technology Main Campus	NY	Private
	Pace University Pleasantville-Briarcliff Campus	NY	Private
	State University of New York Maritime College	NY	Public
	Baldwin-Wallace College	OH	Private
	Capital University	OH	Private
	University of Steubenville	OH	Private
	University of Portland	OR	Private
	LaSalle College	PA	Private
	Philadelphia College of Textiles and Science	PA	Private
	Robert Morris College	PA	Private
	Saint Francis College	PA	Private
	Saint Joseph's University	PA	Private
	Widener College of Widener University	PA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	York College of Pennsylvania	PA	Private
	International Institute World University	PR	Private
	Bryant College	RI	Private
	Houston Baptist University	TX	Private
	Saint Edward's University	TX	Private
	University of Saint Thomas	TX	Private
	Marymount College of Virginia	VA	Private
	University of Puget Sound	WA	Private
	University of Wisconsin Parkside	WI	Public
60			
	University of Alaska Anchorage Campus	AK	Public
	Harding University Main Campus	AR	Private
	California State College-Bakersfield	CA	Public
	California State College-Stanislaus	CA	Public
	Sonoma State University	CA	Public
	Western Connecticut State College	CT	Public
	Biscayne College	FL	Private
	Jacksonville University	FL	Private
	Bradley University	IL	**Private**
	Valparaiso University	IN	Private
	Framingham State College	MA	Public
	Springfield College	MA	Private
	Southeastern Massachusetts University	MA	Public
	Westfield State College	MA	Public
	Frostburg State College	MD	Public
	Morgan State University	MD	Public
	Calvin College	MI	Private
	Ferris State College	MI	Public
	Grand Valley State College	MI	Public
	Saint Mary's College	MN	Private
	Mississippi University for Women	MS	Public
	Saint Peter's College	NJ	Private
	Elmira College	NY	Private
	Ithaca College	NY	Private
	Nazareth College of Rochester	NY	Private
	College of New Rochelle	NY	Private
	Niagara University	NY	Private
	Saint Bonaventure University	NY	Private
	State University of New York College at Fredonia	NY	Public
	State University of New York College at Geneseo	NY	Public
	State University of New York College at Oneonta	NY	Public
	State University of New York College at Potsdam	NY	Public
	Wagner College	NY	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Gannon University	PA	Private
	Mansfield State College	PA	Public
	University of Scranton	PA	Private
	Wilkes College	PA	Private
	College of Charleston	SC	Public
	Citadel Military College of South Carolina	SC	Public
	Hardin-Simmons University	TX	Private
	Hampton Institute	VA	Private
	Lynchburg College	VA	Private
	Seattle Pacific University	WA	Private
43			
	Dominican College of San Rafael	CA	Private
	Holy Names College	CA	Private
	Whittier College	CA	Private
	Colorado College	CO	Private
	Fairfield University	CT	Private
	Trinity College	DC	Private
	Stetson University	FL	Private
	Mercer University Maine Campus	GA	Private
	Maharishi International University	IA	Private
	North Park College and Theological Seminary	IL	Private
	Loyola University in New Orleans	LA	Private
	Assumption College	MA	Private
	Emerson College	MA	Private
	Emmanuel College	MA	Private
	University of Massachusetts Boston Campus	MA	Public
	Regis College	MA	Private
	Hood College	MD	Private
	University of Maryland Baltimore County Campus	MD	Public
	Washington College	MD	Private
	Western Maryland College	MD	Private
	University of New England	ME	Private
	Hamline University	MN	Private
	Saint John's University	MN	Private
	Saint John's College	NM	Private
	Alfred University	NY	Private
	City University of New York John Jay College of Criminal Justice	NY	Private
	Nyack College	NY	Private
	Pratt Institute	NY	Private
	Russell Sage College Main Campus	NY	Private
	Sarah Lawrence College	NY	Private
	Union College	NY	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	John Carroll University	OH	Private
	Oral Roberts University	OK	Private
	Pacific University	OR	Private
	Willamette University	OR	Private
	Lincoln University	PA	Public
	Providence College	RI	Private
	Furman University	SC	Private
	Fisk University	TN	Private
	Trinity University	TX	Private
	University of Richmond	VA	Private
	Washington and Lee University	VA	Private
	Saint Michael's College	VT	Private
	Heritage College	WA	Private
	Pacific Lutheran University	WA	Private
	Whitworth College	WA	Private
47			
	Mills College	CA	Private
	Occidental College	CA	Private
	Connecticut College	CT	Private
	Trinity College	CT	Private
	Wesleyan University	CT	Private
	Wheaton College	IL	Private
	DePauw University	IN	Private
	Smith College	MA	Private
	Williams College	MA	Private
	Goucher College	MD	Private
	Colgate University	NY	Private
	Manhattanville College	NY	Private
	Saint Lawrence University	NY	Private
	Bucknell University	PA	Private
	University of the South	TN	Private
	Hollins College	VA	Private
	Middlebury College	VT	Private
17			
	Mount Saint Mary's College	CA	Private
	Point Loma College	CA	Private
	University of Tampa	FL	Private
	Berry College	GA	Private
	Brenau College	GA	Private
	La Grange College	GA	Private
	Clarke College	IA	Private
	Loras College	IA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Marycrest College	IA	Private
	Morningside College	IA	Private
	College of Idaho	ID	Private
	Rockford College	**IL**	**Private**
	Saint Xavier College	**IL**	**Private**
	Anderson College	IN	Private
	Huntington College	IN	Private
	Georgetown College	KY	Private
	Kentucky State University	KY	Public
	Centenary College of Louisiana	LA	Private
	Xavier University of Louisiana	LA	Private
	North Adams State College	MA	Public
	Marygrove College	MI	Private
	Siena Heights College	MI	Private
	Avila College	MO	Private
	Fontbonne College	MO	Private
	Lenoir-Rhyne College	NC	Private
	Notre Dame College	NH	Private
	Upsala College	NJ	Private
	Dowling College	NY	Private
	Long Island University Southampton Center	NY	Private
	State University of New York College of Technology at Utica-Rome	NY	Public
	College of Mount Saint Joseph	OH	Private
	Ohio Northern University	OH	Private
	Linfield College	OR	Private
	Cheyney State College	PA	Public
	Westminster College	PA	Private
	Salve Regina-Newport College	RI	Private
	Augustana College	SD	Private
	Tennessee Temple University	TN	Private
	Austin College	TX	Private
	Incarnate Word College	TX	Private
	Texas Wesleyan College	TX	Private
	Westminster College	UT	Private
	Eastern Mennonite College and Seminary	VA	Private
	Shenandoah College and Conservatory of Music	VA	Private
	Virginia Union University	VA	Private
	Carthage College	WI	Private
	University of Wisconsin Green Bay	WI	Public
47			
	Scripps College	CA	Private
	Pomona College	CA	Private
	Pitzer College	CA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Harvey Mudd College	CA	Private
	Claremont McKenna College	CA	Private
	Agnes Scott College	GA	Private
	Grinnell College	IA	Private
	Lake Forest College	**IL**	**Private**
	Knox College	**IL**	**Private**
	Earlham College	IN	Private
	Wabash College	IN	Private
	Wheaton College	MA	Private
	Wellesley College	MA	Private
	Mount Holyoke College	MA	Private
	College of the Holy Cross	MA	Private
	Amherst College	MA	Private
	Colby College	ME	Private
	Bowdoin College	ME	Private
	Bates College	ME	Private
	Kalamazoo College	MI	Private
	Saint Olaf College	MN	Private
	Macalester College	MN	Private
	Carleton College	MN	Private
	Davidson College	NC	Private
	Wells College	NY	Private
	Vassar College	NY	Private
	Skidmore College	NY	Private
	Hobart-William Smith Colleges	NY	Private
	Hamilton College	NY	Private
	Barnard College	NY	Private
	Bard College	NY	Private
	Oberlin College	OH	Private
	Kenyon College	OH	Private
	Denison University	OH	Private
	College of Wooster	OH	Private
	Reed College	OR	Private
	Dickinson College	PA	Private
	Lafayette College	PA	Private
	Haverford College	PA	Private
	Franklin and Marshall College	PA	Private
	Wilson College	PA	Private
	Washington and Jefferson College	PA	Private
	Swarthmore College	PA	Private
	Southwestern at Memphis	TN	Private
	Sweet Briar College	VA	Private
	Hampden-Sydney College	VA	Private
	Marlboro College	VT	Private
	Bennington College	VT	Private
	Whitman College	WA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Beloit College	WI	Private
	Lawrence University	WI	Private
51			
	Spring Hill College	AL	Private
	Judson College	AL	Private
	Huntingdon College	AL	Private
	Birmingham Southern College	AL	Private
	Hendrix College	AR	Private
	Arkansas College	AR	Private
	Westmont College	CA	Private
	Southern California College	CA	Private
	Pacific Union College	CA	Private
	Albertus Magnus College	CT	Private
	Eckerd College	FL	Private
	Spelman College	GA	Private
	Oglethorpe University	GA	Private
	Wesleyan College	GA	Private
	Iowa Wesleyan College	IA	Private
	Luther College	IA	Private
	University of Dubuque	IA	Private
	Simpson College	IA	Private
	Northwestern College	IA	Private
	Graceland College	IA	Private
	Cornell College	IA	Private
	Coe College	IA	Private
	Central University of Iowa	IA	Private
	William Penn College	IA	Private
	Westmar College	IA	Private
	Wartburg College	IA	Private
	Blackburn College	IL	Private
	Barat College	IL	Private
	Illinois Wesleyan University	IL	Private
	Illinois College	IL	Private
	Greenville College	IL	Private
	Principia College	IL	Private
	MacMurray College	IL	Private
	North Central College	IL	Private
	Monmouth College	IL	Private
	Franklin College of Indiana	IN	Private
	Taylor University	IN	Private
	Saint Mary's College	IN	Private
	Hanover College	IN	Private
	Goshen College	IN	Private
	Bethel College	KS	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Baker University	KS	Private
	Southwestern College	KS	Private
	McPherson College	KS	Private
	Kansas Wesleyan	KS	Private
	Benedictine College	KS	Private
	Transylvania University	KY	Private
	Centre College of Kentucky	KY	Private
	Berea College	KY	Private
	Asbury College	KY	Private
	Gordon College	MA	Private
	Atlantic Union College	MA	Private
	College of Notre Dame of Maryland	MD	Private
	Nasson College	ME	Private
	Hillsdale College	MI	Private
	Concordia College	MI	Private
	Alma College	MI	Private
	Albion College	MI	Private
	Adrian College	MI	Private
	Spring Arbor College	MI	Private
	Olivet College	MI	Private
	Augsburg College	MN	Private
	Central Methodist College	MO	Private
	William Woods College	MO	Private
	William Jewell College	MO	Private
	Westminster College	MO	Private
	Stephens College	MO	Private
	Missouri Valley College	MO	Private
	Tougaloo College	MS	Private
	Millsaps College	MS	Private
	Rocky Mountain College	MT	Private
	Guilford College	NC	Private
	Warren Wilson College	NC	Private
	Saint Andrews Presbyterian College	NC	Private
	Salem College	NC	Private
	Pfeiffer College	NC	Private
	Dana College	NE	Private
	Nebraska Wesleyan University	NE	Private
	Hastings College	NE	Private
	Doane College	NE	Private
	New England College	NE	Private
	College of Mount Saint Vincent	NY	Private
	Hartwick College	NY	Private
	Houghton College	NY	Private
	King's College	NY	Private
	Keuka College	NY	Private
	Marymount College	NY	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Bluffton College	OH	Private
	Defiance College	OH	Private
	Ohio Dominican College	OH	Private
	Hiram College	OH	Private
	Heidelberg College	OH	Private
	Muskingum College	OH	Private
	Mount Union College	OH	Private
	Marietta College	OH	Private
	Malone College	OH	Private
	Otterbein College	OH	Private
	Wilberforce University	OH	Private
	George Fox College	OR	Private
	Allegheny College	PA	Private
	Eastern College	PA	Private
	Chestnut Hill College	PA	Private
	Chatham College	PA	Private
	Cedar Crest College	PA	Private
	Cabrini College	PA	Private
	Gettysburg College	PA	Private
	Geneva College	PA	Private
	Juniata College	PA	Private
	Immaculata College	PA	Private
	Lycoming College	PA	Private
	Lebanon Valley College	PA	Private
	Thiel College	PA	Private
	Susquehanna University	PA	Private
	Waynesburg College	PA	Private
	Ursinus College	PA	Private
	Seton Hill College	PA	Private
	Rosemont College	PA	Private
	Muhlenberg College	PA	Private
	Barrington College	RI	Private
	Coker College	SC	Private
	Wofford College	SC	Private
	Presbyterian College	SC	Private
	Newberry College	SC	Private
	Erskine College and Seminary	SC	Private
	Maryville College	TN	Private
	Lambuth College	TN	Private
	King College	TN	Private
	Covenant College	TN	Private
	Southwestern University	TX	Private
	Emory and Henry College	VA	Private
	Bridgewater College	VA	Private
	Virginia Wesleyan College	VA	Private
	Roanoke College	VA	Private

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BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Randolph-Macon Woman's College	VA	Private
	Randolph-Macon College	VA	Private
	Mary Baldwin College	VA	Private
	Norwich University Main Campus	VT	Private
	Walla Walla College	WA	Private
	Carroll College	WI	Private
	Northland College	WI	Private
	Ripon College	WI	Private
	Wheeling College	WV	Private
	Bethany College	WV	
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	Saint Leo College	FL	Private
	Florida Southern College	FL	Private
	Morehouse College	GA	Private
	Buena Vista College	IA	Private
	Millikin University	IL	Private
	Elmhurst College	IL	Private
	College of Saint Francis	IL	Private
	Augustana College	IL	Private
	Stonehill College	MA	Private
	Merrimack College	MA	Private
	Hope College	MI	Private
	Mercy College of Detroit	MI	Private
	Madonna College	MI	Private
	College of Saint Catherine	MN	Private
	College of Saint Benedict	MN	Private
	Concordia College at Moorhead	MN	Private
	Gustavus Adolphus College	MN	Private
	Bethel College	MN	Private
	Columbia College	MO	Private
	Park College	MO	Private
	Meredith College	NC	Private
	Saint Anselm College	NH	Private
	Franklin Pierce College	NH	Private
	Utica College of Syracuse University	NY	Private
	Le Moyne College	NY	Private
	Siena College	NY	Private
	Saint John Fisher College	NY	Private
	Saint Francis College	NY	Private
	Wittenberg University	OH	Private
	Ohio Wesleyan University	OH	Private
	King's College	PA	Private
	Elizabethtown College	PA	Private
	Grove City College	PA	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Albright College	PA	Private
	Moravian College	PA	Private
	Point Park College	PA	Private
	University of Pittsburgh Johnstown Campus	PA	Public
	Roger Williams College Main Campus	RI	Private
	Baptist College at Chastain	SC	Private
	David Lipscomb College	TN	Private
	Liberty Baptist College	VA	Private
	Saint Norbert College	WI	Private
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	Miles College	AL	Private
	Stillman College	AL	Private
	Talladega College	AL	Private
	Alaska Pacific University	AK	Private
	John Brown University	AR	Private
	Philander Smith College	AR	Private
	Bethany College	CA	Private
	California Baptist College	CA	Private
	West Coast Christian College	CA	Private
	Loretto Heights College	CO	Private
	Palm Beach Atlantic College	FL	Private
	Piedmont College	GA	Private
	Toccoa Falls College	GA	Private
	Eureka College	IL	Private
	Grace College	IN	Private
	Saint Joseph's College	IN	Private
	Saint Mary-Of-The-Woods College	IN	Private
	Mount St. Clare College	IA	Private
	Saint Mary College	KS	Private
	Saint Mary Plains College	KS	Private
	Sterling College	KS	Private
	Tabor College	KS	Private
	Campbellsville College	KY	Private
	Pikeville College	KY	Private
	University of Maine at Machias	ME	Public
	Columbia Union College	MD	Private
	College of Saint Teresa	MN	Private
	Northwestern College	MN	Private
	Saint Paul Bible College	MN	Private
	Belhaven College	MS	Private
	Blue Mountain College	MS	Private
	Rust College	MS	Private
	Culver-Stockton College	MO	Private
	School of the Ozarks	MO	Private

BOARD OF HIGHER EDUCATION
1985 COMPARISON GROUPS
(Continued)

Number of Institutions	Institution	State	Control
	Tarkio College	MO	Private
	Concordia Teachers College	NB	Private
	College of the Southwest	NM	Private
	Concordia College	NY	Private
	Barber-Scotia College	NC	Private
	Bennett College	NC	Private
	Greensboro College	NC	Private
	Livingstone College	NC	Private
	Saint Augustine's College	NC	Private
	Bartlesville Wesleyan College	OK	Private
	Concordia College	OR	Private
	Alliance College	PA	Private
	Antillian College	PR	Private
	Benedict College	SC	Private
	Claflin College	SC	Private
	Morris College	SC	Private
	Voorhees College	SC	Private
	Dakota State University	SD	Public
	University of South Dakota at Springfield	SD	Public
	William Jennings Bryan College	TN	Private
	Knoxville College	TN	Private
	Lane College	TN	Private
	Lee College	TN	Private
	Milligan College	TN	Private
	Tusculum College	TN	Private
	Bishop College	TX	Private
	Huston-Tillotson College	TX	Private
	Jarvis Christian College	TX	Private
	Paul Quinn College	TX	Private
	Texas College	TX	Private
	Wiley College	TX	Private
	Green Mountain College	VT	Private
	Bluefield College	VA	Private
	Saint Paul's College	VA	Private
	Salem-Teikyo University	WV	Private
	Univesity of Charleston	WV	Private
	Silver Lake College	WI	Private
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